

# Exhibit H

THE COMMONWEALTH OF MASSACHUSETTS  
COMMISSION AGAINST DISCRIMINATION  
484 Main Street, Room 320, Worcester, MA 01608  
Phone: (508) 453-9630 Fax: (508) 755-3861

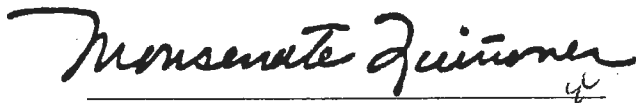
- DISMISSAL -

To: Charu Desai  
32 Whisper Drive  
Worcester, MA 01609

Case: Charu Desai v. UMass Memorial Center, UMass  
Memorial Medical Group, UMass Medical School,  
Marlborough Hospital, Darren Brennan, Stephen E Tosi,  
Max Rosen, Karin Dill  
MCAD Docket Number: 18WEM01247  
EEOC Number: 16C-2018-01520  
Investigator: Karlyn Greene

Your complaint has been dismissed for the following reasons:

- ☐ The facts alleged fail to state a claim under any of the statutes the Commission enforces.
  - ☐ Respondent employs fewer than the required number of employees.
  - ☐ Your complaint was not timely filed with the Commission, i.e. you waited too long after the date(s) of the alleged discrimination to file. Because it was filed outside the time limit prescribed by law, the Commission cannot investigate your allegations.
  - ☐ You failed to provide requested information, failed or refused to appear or to be available for necessary interviews/conferences, or otherwise refused to cooperate to the extent that the Commission has been unable to resolve your complaint. You have had more than 30 days in which to respond to our written request.
  - ☐ The Commission's efforts to locate you have been unsuccessful. You have had at least 30 days in which to respond to a notice sent to your last known address.
  - ☐ The Respondent has made a reasonable settlement, offering full relief for the harm you alleged. 30 days have expired since you received actual notice of this settlement offer.
  - ☐ The Commission issues the following determination. Based upon the Commission's investigation, the Commission is unable to conclude that the information obtained establishes a violation of the statutes. This does not certify that the Respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this complaint.
- ☒ Other – Complainant wishes to file a private right of action in civil court.



Monserrate Quiñones  
Investigating Commissioner

March 15, 2019

Date

Cc:  
Darren Brennan  
Marlborough Hospital  
Attn: Human Resources/Legal Department

Karin Dill  
UMass Memorial Medical Center  
55 Lake Avenue North  
Worcester, MA 01655

**THE COMMONWEALTH OF MASSACHUSETTS**  
**COMMISSION AGAINST DISCRIMINATION**  
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Marlborough Hospital  
Attn: Director of Human Resources  
157 Union Street  
Marlborough, MA 01752

Max Rosen  
UMass Memorial Medical Center  
Attn: Human Resources/Legal Department  
55 Lake Avenue North  
Worcester, MA 01655

Patricia Washienko, Esq.  
Freiberger & Washienko, LLC  
211 Congress St, Suite 720  
Boston, MA 02110

Robert L. Kilroy, Esq.  
Mirick, O'Connell, DeMallie & Lougee, LLP  
1800 West Park Dr., Suite 400  
Westborough, MA 01581

Stephen E Tosi  
UMass Memorial Medical Center  
Attn: Human Resources/Legal Department  
55 Lake Avenue North  
Worcester, MA 01655

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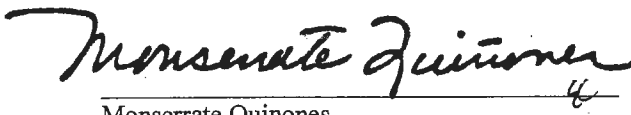
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<b>To:</b> Patricia A. Washienko Freiberger & Washienko, LLC 211 Congress St., Suite 720 Boston, MA 02110	<b>Case:</b> Charu Desai v. UMASS Memorial Marlborough Hospital, Karin Dill <b>MCAD Docket Number:</b> 19WEM00371 <b>EEOC Number:</b> 16C-2019-00939 <b>Investigator:</b> Patricia LaFore
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- ☒ Other-Commission accepted Certification of Authorization to Withdraw by Counsel.



Monserrate Quinones  
Investigating Commissioner

March 15, 2019  
Date

Cc:  
Robert L. Kilroy, Esq.  
Mirick, O'Connell, DeMallie & Lougee, LLP  
1800 West Park Dr., Suite 400  
Westborough, MA 01581